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Translation

November 22, 2017

Nippon Paint Holdings Co., Ltd.

Personnel and Organizational Changes

Nippon Paint Holdings Co Ltd (“NPHD”) announced the Personnel and Organizational Changes as follows

1. Changes of Executive Officers (effective date : January 1, 2018)

Name	New Responsibilities	Place	Current Responsibilities	Place
Seiichiro Shirahata	Vice President President of Nippon Paint Marine Coatings	Kobe	Senior Executive Officer President of Nippon Paint Surf Chemicals	Tokyo
Takeshi Shiotani	Senior Executive Officer President of Nippon Paint Industrial Coatings	Tokyo	Executive Officer President of Nippon Paint Industrial Coatings	Tokyo

2. Retirement of Executive Officers (effective date : December 31, 2017)

Name	New Responsibilities	Current Responsibilities
Shoichi Mure	Vice President, Director of Nippon Paint Automotive Coatings	Senior Executive Officer COO of Nipsea Management Company EVP of Nippon Paint (Thailand)
Minoru Iwamura	CEO of Nippon Paint (Europe) Ltd. Managing Director of Bollig & Kemper GmbH & Co. Kg	Senior Executive Officer CEO of Nippon Paint (Europe) Ltd. Managing Director of Bollig & Kemper GmbH & Co. Kg
Masuo Kida	Senior Vice President, Director of Nippon Paint	Corporate Officer Executive Director of Nippon Paint
Yoshiaki Kuroda	EVP of Nippon Paint Marine Coatings	Corporate Officer President of Nippon Paint Marine Coatings
Shinichi Saito	Director of Nippon Paint	Corporate Officer Director of Nippon Paint
Masato Fukuda	General Manager of Global Purchasing & Procurement President of NIPPE TRADING	Corporate Officer General Manager of Global Purchasing & Procurement

3. New Executive Officer (effective date : January 1, 2018)

Name	New Responsibilities	Place	Current Responsibilities	Place
Masakazu Wada	Corporate Officer General Manager of (new) Human Resources	Osaka (HQ)	General Manager of Human Resource Management	Osaka (HQ)
Satoshi Nishimura	Corporate Officer President of Nippon Paint Surf Chemicals	Tokyo	Director of Nippon Paint Surf Chemicals	Tokyo
Yusaku Kobata	Corporate Officer General Manager of R&D	Tokyo	General Manager of R&D	Tokyo

4. Scheduled Retirement of Corporate Auditor (effective date : March 28, 2018)

Name	Current Responsibility
Akihiro Kanakura	Audit & Supervisory Board Member
Tsukasa Takahashi	Independent Audit & Supervisory Board Member

5. Scheduled New Corporate Auditor (effective date : March 28, 2018)

Name	New Responsibility	Current Responsibility
Hiroshi Miwa	Audit & Supervisory Board Member	Senior Advisor
Yu Okazawa	Independent Audit & Supervisory Board Member	—

6. Changes of Organization (effective date : January 1, 2018)

- (1) Business Development is dissolved, ROOMBLOOM Promotion[※] is created in Corporate Planning & Development.
 - (2) Corporate Development is renamed NN-Model Development and Management.
 - (3) Corporate Administration is renamed CSR Development[※].
 - (4) Human Resource Management, Human Resource Development and Diversity & Inclusion are integrated and reorganized into (new) Human Resources.
- ※ Division name is tentative translation.